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STATEMENT OF AT&T CONNECTICUT

**Regarding Raised Senate Bill No. 913
AN ACT MANDATING EMPLOYERS PROVIDE PAID SICK LEAVE TO
EMPLOYEES**

**Before the Joint Committee on Labor and Public Employees
March 1, 2011**

Proposal:

Raised Senate Bill No. 913 would require an employer to provide forty hours of paid sick leave annually and limit the ability of the employer to impose reasonable requirements regarding use of the leave.

Comments:

AT&T respectfully opposes the bill and urges the committee to reject it.

AT&T understands the importance of affording employees the benefits necessary to ensure a good quality of work life and offers its employees a comprehensive benefit package, which includes paid sick leave. However, this bill does more than require an employer to provide sick leave. While the bill is well intentioned, good faith attempts to manage benefit and attendance fraud become risky when this type of bill becomes law. Even employers which provide generous paid time off today will be significantly affected by the mandates included in this bill.

This bill would take away an employer's flexibility to manage its workforce and prevent abuse of its paid sick leave policy. For example, if an employee repeatedly calls in sick on Fridays, the employer would be subject to substantial penalties if the employer warned the employee and indicated they would be subject to disciplinary action, if they failed to come to work again on a Friday and could not provide verification from a doctor or other medical professional of their illness. Likewise, an employer attempting to ensure adequate coverage for an important project could be subject to penalties if the employer declined to promote an employee to work on the project who was often out sick.

In today's economy, employers, large and small, are struggling to maintain their economic footing. Employers need the flexibility to manage their workforce to maximize efficiency.

Conclusion:

AT&T opposes legislation such as Raised Senate Bill No. 913, which by mandating a paid sick leave program, impairs an employer's flexibility and ability to manage their workforce.

